

APPENDICES

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Appendix I

Data Collection Form For the Survey of OSADBU Files

File Summary - May 1998

Mentor-Protégé Agreement Status
as of: _____
(Annotate Source of information in right sidebar)

Mentor: _____
POC: _____ **Phone:** _____
Protégé: _____
POC: _____ **Phone:** _____

_____ **Credit**
_____ **Reimbursable** **DoD Service/Agency/OSD Co-op:** _____
DoD Funding Provided: \$ _____

Approval Date: _____ **Obligation Date:** _____ **End Date:** _____
Termination—Date: _____ **Requested by:** _____
Reason: _____

A. Return on Investment:

1. Protégé: (From beginning of agreement to present)

(optional) Employees at start of agreement: _____

(optional) Revenues at start of agreement: _____

Change in number of employees (protégé): _____

Change in protégé's gross revenue: _____

Subcontracts from mentor: _____

Other Awards: _____

TOTAL: _____

2. Mentor: Change in mentor's SDB subcontract awards:

SF295 at start of agreement: \$ _____ %

Most recent SF295: \$ _____ %

(optional) Subcontracts to protégé: \$ _____

B. Technical Assistance Provided:

1. Type of Assistance/Form (e.g. classroom, OJT, etc.):

- A. _____
- B. _____
- C. _____
- D. _____
- E. _____

2. Describe use of HBCU/MI, PTAC, SBDC:

Name of Institution/Type of training:

- A. _____
- B. _____
- C. _____
- D. _____

C. Impact of the Mentor-Protégé Agreement:

1. Certifications Received:

- A. _____
- B. _____

2. Technical Capabilities Realized/Enhanced (e.g. specific technology transferred)

- A. _____
- B. _____
- C. _____

3. Business Infrastructure Gained (e.g. new Deltek acctg system, strategic plan)

- A. _____
- B. _____
- C. _____
- D. _____
- E. _____

4. New Markets Realized (e.g. other Federal, commercial - be specific)

- A. _____
- B. _____
- C. _____

D. Other Information (e.g. loans, investments in the protégé):

Appendix II

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Abacus Technology Corporation	COMNET Sciences Corporation	Reimbursable	2/14/96	12/31/98		
ABB Environmental Services, Inc.	Dycus, Inc.	Reimbursable	9/12/95	4/30/98		
ABB Environmental Services, Inc.	G&C Environmental Services	Reimbursable	9/29/97	9/30/00		
ABB Environmental Services, Inc.	Ivey Drilling Company	Reimbursable	12/9/97		7/20/95	For Cause
Allied Signal Technical Services	JHP Industrial Supply Co.	Credit-Only	7/23/93	6/3/95		
Andersen Consulting	Information Control Systems Corporation	Credit-Only	7/10/95	1/1/99		
ANSER	AGCS, Inc.	Reimbursable	3/31/97	3/31/00		
ANSER	Bridge Enterprises, Inc.	Credit-Only	9/21/95	9/21/96		
ANSER	VAIL Research & Technology Corp.	Reimbursable	3/31/97	3/31/00		
AT&T Business Communications Systems	Arrowhead Space and Telecommunications Services	Reimbursable	4/4/97	12/31/98		
AT&T Business Communications Systems	Automation Research Systems, Ltd.	Reimbursable	4/4/97	12/31/98		
AT&T Business Markets Division	NetCom Solutions, International (NSI)	Cooperative	7/3/97	12/31/98		
B.F. Goodrich Aerospace Simonds	Venntronix Corporation	Credit-Only	12/1/94	12/1/97		
Ball Aerospace Corporation Ball Aerospace Systems Division	Vista Computer Services, Inc.	Reimbursable	6/15/94	9/30/97		
BDM International, Inc.	Artel, Inc.	Reimbursable	2/14/97	12/31/98		
BDM International, Inc.	HCI Technologies, Inc.	Reimbursable	2/14/97	12/31/98		
BDM International, Inc.	Knowledge Connections, Inc.	Reimbursable	2/14/97	12/31/98		
BDM International, Inc.	Mitchell Systems Corporation	Reimbursable	2/14/97	12/31/98		
Bechtel Environmental, Inc.	Hong Environmental, Inc.	Credit-Only	5/12/95	3/31/97		
Bechtel Environmental, Inc.	Tuskegee Research Institute, Inc.	Credit-Only	5/12/95		8/1/96	Protégé pursuing other business
Bell Helicopter Textron, Inc.	Aurora Casting & Engineering, Inc.	Reimbursable	10/3/94	12/31/96		
Bell Helicopter Textron, Inc.	Manufacturing Development, Inc.	Reimbursable	12/9/93	9/30/96		
Bell Helicopter Textron, Inc.	Precise Hydraulics, Inc.	Reimbursable	9/12/95	3/30/99		
Bell Helicopter Textron, Inc.	Systems Research and Development, Corp. (SRDC)	Reimbursable	7/15/96	9/30/98		
Bionetics Corporation	The Write Place, Inc.	Credit-Only	6/16/97	9/30/99		
Boeing Defense and Space Group	Pyro Media	Reimbursable	6/4/93	9/30/96		
Boeing MTA Division	Aircraft Engineering Corp.	Reimbursable	8/2/95	9/30/96		
Boeing MTA Division	Mid-America Consulting Group	Reimbursable	8/29/95	9/30/99		
Booz-Allen & Hamilton, Inc.	Applied Quality Communicaitons, Inc.	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	ComputerCraft Corporation (CCC)	Cooperative	8/31/93	5/1/94		
Booz-Allen & Hamilton, Inc.	Dynamic Resources, Inc.	Cooperative	8/31/93	9/30/96		
Booz-Allen & Hamilton, Inc.	Dynamic Resources, Inc.	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	Engineering Systems Consultants, Inc. (ESC)	Cooperative	8/31/93	9/30/96		
Booz-Allen & Hamilton, Inc.	Engineering Systems Consultants, Inc. (ESC)	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	FC Business Systems, Inc.	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	Hilton Systems, Inc. (HSI)	Cooperative	8/31/93	9/1/94		
Booz-Allen & Hamilton, Inc.	ICRC Energy, Inc.	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	Proxicom, Inc.	Reimbursable	2/14/97	12/31/98		
Booz-Allen & Hamilton, Inc.	Proxicom, Inc.	Cooperative	4/15/95	9/30/96		
Booz-Allen & Hamilton, Inc.	Unisource Systems, Inc.	Cooperative	1/31/95	9/30/96		
Borg-Warner Protective Service	AeroTech Service, Inc.	Credit-Only	2/9/95	9/30/99		
Brown & Root Environmental	MELE Associates, Inc.	Credit-Only	7/10/95		9/25/96	Protégé pursuing other business and found another mentor
Century Technologies, Inc. (CENTECH)	Strategic Integrated Technologies, Inc. (SIT)	Credit-Only	7/28/97	9/30/99		
Childers	Federal Constructors, Inc.	Credit-Only	9/29/97	9/30/99		
Coleman Research Corporation	CI2 Incorporated Federal Systems Division	Reimbursable	7/7/97	9/30/99		

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Coleman Research Corporation	EDM Technologies, Inc.	Reimbursable	7/7/97	7/7/00		
Computer Sciences Corporation (CSC)	Data Networks Corporation	Reimbursable	4/4/97	12/31/98		
Computer Sciences Corporation (CSC)	Executive Security & Engineering Technologies, Inc. (ESET)	Reimbursable	4/4/97	12/31/98		
Computer Sciences Raytheon (CSR)	Data Voice, Inc.	Credit-Only	6/27/97	9/30/99		
Dames & Moore, Inc.	Montemayor, Inc.	Credit-Only	10/17/95	10/24/97		
Dames & Moore, Inc.	PRAD Group, Inc.	Credit-Only	10/17/95	9/30/99		
Dames & Moore, Inc.	TapanAm Associates, Inc.	Credit-Only	9/15/95	9/30/00		
Digital Equipment Corp.	New Venture Technology Corporation	Credit-Only	10/20/92	9/1/95		
Digital Equipment Corp.	Springboard Technology Corp.	Credit-Only	2/8/94	2/8/97		
Dow Environmental	Dallas Minority Abatement Division	Reimbursable	7/17/96		1/6/97	Protégé went out of business before agreement was finalized
Dynamic Concepts, Inc. (DCI)	Bridge Enterprises, Inc.	Reimbursable	8/8/97	9/30/99		
Earth Tech, Inc.	Entech, Inc.	Reimbursable	1/24/95	9/30/00		
Earth Tech, Inc.	Jones Technologies, Inc.	Reimbursable	1/24/95	9/30/00		
Earth Tech, Inc.	Research Management Consultants, Inc.	Reimbursable	1/24/95	9/30/00		
Earth Tech, Inc.	Sol Engineering, Inc.	Reimbursable	1/24/95	9/30/00		
Earth Tech, Inc.	TN & Associates, Inc.	Reimbursable	1/24/95	9/30/00		
Eastman Kodak Co.	Chahta Enterprises	Credit-Only	2/11/98	9/30/00		
Eastman Kodak Co.	McDonald Technologies International, Inc.	Credit-Only	1/24/95	9/30/00		
EG&G, Inc. Florida	Foothill Engineering Consultants, Inc.	Credit-Only	3/23/95	9/30/99		
Electronic Data Systems Corporation (EDS)	Authorization Systems, Inc. (ASI)	Reimbursable	5/23/97	12/31/98		
Electronic Warfare Associates, Inc.	Azimuth, Inc.	Cooperative	10/5/92	9/30/96		
Electronics and Space Corporation	Lee Ross and Associates	Reimbursable	9/3/92		1/11/96	Protégé out of business
Environmental Science & Engineering, Inc.	ETC Engineers, Inc.	Credit-Only	5/24/95	9/30/99		
Envisions	Management Support Technology, Inc.	Credit-Only	7/7/95		10/23/96	Mentor Bankrupt
ERM Program Management Company	Sounds & Creations, Inc.	Credit-Only	2/2/97	9/30/99		
FDC Technologies, Inc.	Ensure, Inc.	Reimbursable	6/19/97		9/19/97	Did not live up to Mentor-Protégé expectations
FDC Technologies, Inc.	Milvets Systems Technology, Inc.	Reimbursable	6/19/97	3/31/98	2/9/98	Did not live up to Mentor-Protégé expectations
FDC Technologies, Inc.	TranTech, Inc.	Reimbursable	6/19/97		2/9/98	Did not live up to Mentor-Protégé expectations
Fluor Daniel, Inc.	Bhate Environmental Associates, Inc.	Credit-Only	9/13/95	9/30/00		
Fluor Daniel, Inc.	Operational Technologies Corporation	Credit-Only	4/21/95		8/3/97	Due to local base closures protégé found new mentor to pursue new marketplace
Foster Wheeler Environmental Corp.	Ageiss Environmental Group	Cooperative	8/31/93	9/30/96		
Foster Wheeler Environmental Corp.	Clearwater Environmental, Inc.	Reimbursable	1/15/97	9/30/99		
Foster Wheeler Environmental Corp.	Desmear Systems, Inc.	Cooperative	8/31/93	9/30/96		
Foster Wheeler Environmental Corp.	Enviro/Consultants Group, Ltd.	Reimbursable	8/14/97	9/30/99		
Foster Wheeler Environmental Corp.	Merit Environmental Services, Inc.	Reimbursable	1/15/97		12/7/97	Gone out of business

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Foster Wheeler Environmental Corp.	Nobis Engineering, Inc.	Cooperative	8/13/93	9/30/96		
Foster Wheeler Environmental Corp.	Nobis Engineering, Inc.	Reimbursable	1/15/97	7/16/97		
Foster Wheeler Environmental Corp.	The Kevric Company, Inc.	Cooperative	8/31/93	9/30/96		
Foster Wheeler Environmental Corp.	The Kevric Company, Inc.	Reimbursable	1/15/97	7/15/00		
Foster Wheeler Environmental Corp.	Zambrana Engineering, Inc.	Cooperative	8/31/93	9/30/96		
Foster Wheeler Environmental Corp.	Zambrana Engineering, Inc.	Reimbursable	1/15/97	9/30/99		
GDE Systems	Technetics, Inc.	Credit-Only	11/7/94	9/30/96		
GE Aircraft Engines	Andrews Laser Works Corporation	Reimbursable	12/10/92	11/30/97		
GE Aircraft Engines	Ferco Tech	Reimbursable	1/12/93	1/12/98		
GRC International, Inc.	MELE Associates, Inc.	Reimbursable	2/14/97	12/31/98		
GRC International, Inc.	SoBran	Reimbursable	7/2/97	12/31/98		
Harding Lawson Associates	Ageiss Environmental Group	Credit-Only	8/8/95	9/30/98		
Harding Lawson Associates	LEE & RO Consulting Engineers, Inc.	Credit-Only	8/8/95	9/30/98		
Harding Lawson Associates	Research Management Consultants, Inc.	Credit-Only	8/8/95		2/14/96	Protégé found another mentor in reimbursed program
Hensel Phelps Construction, Inc.	Dominion Services, Inc.	Credit-Only	3/22/95		1/9/97	Mutually failed to realize any contract opportunities through DoD
Herman Miller, Inc.	Quality Technical Services, Inc.	Credit-Only	7/23/97	9/30/99		
Honeywell Military Avionics	K-W Products, Inc.	Credit-Only	10/11/95	8/17/97		
Hughes Aircraft Company Missile Systems	Summa Technology, Inc.	Reimbursable	7/26/94	5/28/99		
Hughes Aircraft Company Surface Ship Systems Division	Kuchera Defense Systems	Reimbursable	5/12/94	N/A		
Hughes Electronics Corporation	Management & Technology Association, Inc. (MTA)	Reimbursable	10/24/95		5/24/97	Slow funding, lack of technical assistance
IBM Global Government Industry	ABF Enterprises, Inc.	Reimbursable	7/3/97	12/31/98		
IBM Global Government Industry	Advance Computer Services (ACS)	Reimbursable	7/3/97	12/31/98		
IBM Global Government Industry	Computer Consultant Operation Specialist (CC-OPS)	Reimbursable	9/29/97	12/31/98		
IBM Global Government Industry	Correa Enterprises, Inc. (CEI)	Reimbursable	7/3/97	12/31/98		
IBM Global Government Industry	Dynamic Technology Systems	Reimbursable	7/3/97	12/31/98		
IBM Global Government Industry	Management Support Technology, Inc. (MSTI)	Reimbursable	7/3/97	12/31/98		
ICF Kaiser	Engineering Technologies Associates, Inc.	Credit-Only	8/8/95	6/14/98		
Information Specturm, Inc.	Sierra Management & Technologies, Inc.	Credit-Only	3/24/97	9/30/99		
International Technology Corporation	Pedro Panzardi & Associates	Reimbursable	12/9/94	4/9/97		
Jacobs Engineering Group, Inc.	Adams-Brown Services, Inc.	Credit-Only	10/24/95		1/11/96	Agreement was contingent on contract award that was not received and terminated
Jacobs Engineering Group, Inc.	Aguirre Engineers, Inc.	Credit-Only	10/17/95	9/22/00		
Jacobs Engineering Group, Inc.	E2 Consulting Engineers, Inc.	Credit-Only	9/1/95	9/20/96		Agreement was contingent on award that was not received by mentor and so expired
Jacobs Engineering Group, Inc.	Scientific Sales, Inc. (SSI)	Credit-Only	9/1/95	12/31/00		
Johnson Controls, Inc.	Norcor Technologies	Credit-Only	11/2/94	11/2/99		
Law Engineering and Environmental Services, Inc.	HydroGeoLogic, Inc.	Reimbursable	4/3/97	6/30/99		
Law Engineering and Environmental Services, Inc.	MITKEM Corporation	Reimbursable	7/10/97	9/30/99		
Law Engineering and Environmental Services, Inc.	Omega Environmental, Inc.	Reimbursable	6/30/94	3/29/97		
Levine-Fricke-Recon, Inc.	Compliance and Closure, Inc.	Credit-Only	12/23/96	9/30/99		
Levine-Fricke-Recon, Inc.	EnviroSystems Group	Credit-Only	12/23/96	9/30/99		

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Levine-Fricke-Recon, Inc.	The Ellington Group, Inc.	Credit-Only	12/23/96	9/30/99		
Lockheed Martin	Standard Technology, Inc.	Credit-Only	4/18/97	12/21/01		
Lockheed Martin Aeronautical Systems	C.A. Spalding	Reimbursable	5/6/94	5/6/97		
Lockheed Martin Aeronautical Systems	Enginetics	Reimbursable	11/19/93	12/31/95		
Lockheed Martin Automation Systems	End to End, Inc.	Reimbursable	7/23/93	12/31/97		
Lockheed Martin Automation Systems	Industrial Data Link Corporation	Reimbursable	10/26/95	12/6/97		
Lockheed Martin Electronics and Missiles Systems	Atlas Engineering	Reimbursable	2/7/94		7/31/97	State foreclosed on protégé
Lockheed Martin Electronics and Missiles Systems	T/J Technologies, Inc.	Reimbursable	8/28/97	2/28/99		
Lockheed Martin Electronics and Missiles Systems	TLC Precision Wafer Tech, Inc.	Reimbursable	10/7/93	9/30/98		
Lockheed Martin Federal Systems -- Manassas	A&T Systems	Reimbursable	8/17/94	9/30/99		
Lockheed Martin Federal Systems -- Manassas	Garcia Consulting, Inc. (GCI)	Reimbursable	8/17/94	9/30/99		
Lockheed Martin Federal Systems -- Manassas	LTS Corporation	Reimbursable	8/17/94	9/30/99		
Lockheed Martin Federal Systems -- Owego	S&W Innovative Solutions	Reimbursable	5/12/94	5/12/97		
Lockheed Martin Government Electronics Systems	Pioneer Machine & Tooling Co.	Reimbursable	12/27/93	1/1/97		
Lockheed Martin Information Support Services	MICAH Systems, Inc.	Reimbursable	6/19/97		12/31/97	Phase II not continued due to change in SDB status
Lockheed Martin Ocean Radar and Sensor Systems	Digicomp Research Corp.	Reimbursable	5/6/94	12/30/96		
Lockheed Martin Space and Range Systems	P&L Electric Incorporated	Reimbursable	9/14/95		10/17/96	Conflict with business plan, wrong contract
Lockheed Martin Vought Systems Corporation	Técnico Corporation	Reimbursable	1/24/95	5/1/02		
ManTech International Corp.	Evans Engineering	Reimbursable	1/16/97	9/27/99		
ManTech International Corp.	MCSI Technologies, Inc.	Credit-Only	11/7/94	3/31/99		
ManTech International Corp. Advanced Systems	Marada Corporation	Credit-Only	2/1/95	3/31/99		
ManTech International Corp. Engineering and Systems Support Group	Avion Technologies, Inc.	Credit-Only	12/1/94	6/30/99		
Maytag Aircraft Corporation	MCDS, Inc.	Credit-Only	9/5/97	9/30/99		
McDonnell Douglas Aerospace-- Hazelwood	General Technology Corporation	Reimbursable	10/24/95	10/18/97		
McDonnell Douglas Aerospace-- Huntington Beach	Aero-Fab Corporation	Credit-Only	9/13/95	9/13/00		
McDonnell Douglas Helicopter Division	Venture Aircraft Manufacturing Company	Credit-Only	4/8/94	2/1/96		
McDonnell Douglas Technologies Division	Technology Management, Inc.	Credit-Only	3/23/95	12/31/98		
MCI Telecommunications Corporation	Dynamic Cable Construction Co., Inc.	Credit-Only	9/30/95	9/30/98		
MCI Telecommunications Corporation	RMES Communications Incorporated	Credit-Only	5/2/97	9/30/99		
MCI Telecommunications Corporation	Ronson Communications & Information Systems L.C.	Credit-Only	9/15/95	9/30/99		
MCI Telecommunications Corporation	TEXCOM, Inc.	Credit-Only	9/20/95	9/30/99		
MEVATEC Corporation	Analytical Services, Inc.	Reimbursable	9/19/97	9/30/99		
Midwest Research Institute	Associated Technologists, Inc.	Credit-Only	10/16/96		5/24/97	Did not live up to protégé expectations, did not like work proposed

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Montgomery Watson Americas, Inc.	Onsite Environmental Laboratories, Inc.	Reimbursable	7/3/97	9/30/99		
Morrison Knudsen Corporation	Allied Technology Group, Inc.	Credit-Only	7/28/94	9/30/00		
Morrison Knudsen Corporation	Burks/Butler-- Burks, Romero & Esposito	Credit-Only	5/3/94		3/31/97	No subcontracts awarded; protégé/mentor in different businesses
Morrison Knudsen Corporation	Environmental Chemical Corp.	Credit-Only	10/11/95	9/30/00		
Morrison Knudsen Corporation	Material Management Group, Inc.	Credit-Only	11/8/95	12/31/98		
Morrison Knudsen Corporation	The Roybal Corporation	Credit-Only	5/3/94	12/31/96		
N.E.T. Federal, Inc.	GLS Associates, Inc.	Reimbursable	7/28/97	12/31/97		
NCR Government Systems Corporation	Diez Software Services, Inc.	Reimbursable	7/3/97	12/31/98		
NCR Government Systems Corporation	User Technology Associates, Inc.	Reimbursable	7/3/97	12/31/98		
Newport News Shipbuilding	Xeno Technix	Credit-Only	10/17/95	9/30/00		
Northrop Grumman Corp.	KLI	Credit-Only	3/23/95	9/30/96		
Northrop Grumman Corp.	TDF Corporation	Credit-Only	3/23/95	9/30/96		
Northrop Grumman Corp. Aerospace & Electronics Group	DFP Manufacturing Corp.	Reimbursable	3/9/95	9/30/97		
Northrop Grumman Corp. Aerospace & Electronics Group	Valco Manufacturing Co., Inc.	Reimbursable	8/29/94	9/6/94		
Northrop Grumman Corp. Data Systems & Services Division	Pragmatics, Inc.	Reimbursable	4/15/97	12/31/98		
Northrop Grumman Corp. Huntsville Engineering Center	BEOWULF Corporation	Cooperative	8/13/93	9/30/96		
Northrop Grumman Corp. Huntsville Engineering Center	The ENSER Corporation	Reimbursable	8/31/93	9/30/96		
Northrop Grumman Corp. Military Aircraft Systems Division	Aero Chip, Inc.	Credit-Only	12/9/93	12/9/98		
O'Brien & Gere Engineers, Inc.	Performance Consultants International, Inc.	Credit-Only	5/10/95	6/30/97		
OHM Remediation Services Corporation	Anchorage Enterprises, Inc.	Reimbursable	1/27/95	7/27/99		
OHM Remediation Services Corporation	Deerinwater Environmental Services, Inc.	Reimbursable	3/24/95	3/31/97		
OHM Remediation Services Corporation	G&C Environmental Services	Reimbursable	7/20/95		4/5/97	Lack of participation from mentor/ outstanding issues
Olin Defense Systems	PCI	Credit-Only	10/20/93	5/1/96		
Olmos Construction, Inc.	Alamo Trucking, Inc.	Credit-Only	3/30/95		7/5/97	No Active agreement established, protégé is now out of business
Owens & Minor Medical, Inc.	Kerma Medical Products, Inc.	Credit-Only	10/17/95	10/17/97		
Parsons Engineering Science, Inc.	BAT Associates, Inc.	Credit-Only	10/17/95	9/24/00		
Parsons Engineering Science, Inc.	Chugach Development Corporation	Credit-Only	7/13/95		2/5/96	Agreement was contingent on contract award that was not received
Pratt & Whitney Govt. Engines & Space Propulsion	Alphatech Systems, Inc.	Reimbursable	3/9/95	9/30/97		
PRC Environmental Management, Inc. (PRC)	Applied Physics and Chemistry Laboratory (APCL)	Reimbursable	5/22/97	N/A		
PRC Environmental Management, Inc. (PRC)	RAM Environmental (RAM)	Reimbursable	5/22/97	N/A		
PRC, Inc.	High Technology Solutions, Inc. (HTS)	Credit-Only	9/5/95		9/22/97	Lack of interest by mentor
PRC, Inc.	Karta Technology, Inc.	Credit-Only	9/5/95	9/5/96		
PRC, Inc.	KIRA, Inc.	Credit-Only	9/5/95	9/5/96		

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
PRC, Inc.	WGA, Inc.	Credit-Only	9/5/95	9/5/96		
Q.E.D. Systems, Inc.	LPI Technical Services	Reimbursable	11/6/96	9/30/99		
Q.E.D. Systems, Inc.	S3 Software Systems Standard Ltd. (S ³)	Cooperative	9/8/92	9/15/96		
Raytheon Company Missile Systems Division	KW Microwave	Reimbursable	10/12/93	10/30/97		
Raytheon Company Missile Systems Division	LAU Technologies	Reimbursable	10/12/93	10/30/97		
Raytheon Company Missile Systems Division	Valley Enterprises	Reimbursable	10/12/93	7/31/97		
Raytheon Company Systems Group (TI Systems)	Balo Precision Parts	Reimbursable	8/30/94		9/30/96	Protégé no longer an SDB
Raytheon Company Systems Group (TI Systems)	Minco Technology Labs, Inc.	Reimbursable	3/14/94	9/30/97		
Raytheon Company TI Systems	Choctaw Nation Finishing Company	Reimbursable	10/12/93	2/28/99		
RGI, Inc.	MacFadden Associates, Inc.	Credit-Only	10/10/96	9/30/99		
Rockwell International Corp.	Datamagnetics, Inc.	Credit-Only	4/15/94	9/30/96		
Rockwell International Corp. Autonetics Electronic Systems	Litronic Industries	Credit-Only	5/2/94	9/30/96		
SAIC -- Science Applications International Corporation	Quality Research, Inc.	Credit-Only	4/18/94	N/A		
SAIC -- Science Applications International Corporation	Science and Technology Corporation	Reimbursable	7/7/97	N/A		
SAIC -- Science Applications International Corporation AMSEC -- American Systems Engineering Corp.	ACS Systems & Engineering, Inc.	Credit-Only	12/9/94		11/20/95	Personal differences
SAIC -- Science Applications International Corporation AMSEC -- American Systems Engineering Corp.	Alliance Management Systems, Inc.	Reimbursable	2/24/97	12/31/98		
SAIC -- Science Applications International Corporation AMSEC -- American Systems Engineering Corp.	International Technology, Inc. (ITI)	Credit-Only	10/13/95	9/30/00		
SAIC -- Science Applications International Corporation AMSEC -- American Systems Engineering Corp.	JAVIS Automation & Engineering, Inc.	Reimbursable	2/24/97	12/31/98		
SAIC -- Science Applications International Corporation Defense Analyses Group	Paradigm Technologies, Inc.	Credit-Only	10/18/94	4/15/97		
SAIC -- Science Applications International Corporation Defense Analyses Group	Strategic Resources, Inc. (SRI)	Reimbursable	8/14/97		5/13/98	No reason given
SAIC -- Science Applications International Corporation Engineering and Environmental Compliance Group	Advanced Integrated Management Services, Inc.	Cooperative	10/18/95	9/30/96		
SAIC -- Science Applications International Corporation Engineering and Environmental Compliance Group	American Technologies, Inc.	Cooperative	7/16/96	9/30/99		
SAIC -- Science Applications International Corporation Engineering and Environmental Compliance Group	ANEPTEK Corporation	Reimbursable	7/7/97	9/30/99		
SAIC -- Science Applications International Corporation Engineering and Environmental Compliance Group	Hydrovision, Inc.	Reimbursable	7/16/96	9/30/99		
SAIC -- Science Applications International Corporation Engineering and Environmental Compliance Group	VISTA Technology, Inc.	Reimbursable	7/16/96	9/30/99		

List of 226 Mentor-Protégé Agreements Examined in Survey of OSADBU Files (contd.)

Mentor	Protégé	Credit/ Reimbursable	Approval Date	End Date	Termination Date	Reason for Termination
Sikorsky Aircraft Corporation A United Technologies Company	Bar-Pat Manufacturing Co., Inc.	Reimbursable	12/14/93		5/13/94	Protégé out of business due to foreign competition
Sikorsky Aircraft Corporation A United Technologies Company	Space-Craft Manufacturing, Inc.	Credit-Only	7/14/95	N/A		
Stewart & Stevenson Services, Inc. Tactical Vehicle Systems Division	Delta Enterprises (Electro National Corporation)	Reimbursable	9/14/95	6/30/98		
Stone & Webster Engineering Corporation	Webster Engineering Co., Inc.	Credit-Only	8/12/96	1/22/98		
Stone & Webster Engineering Corporation	Webster Engineering Co., Inc.	Reimbursable	1/23/98	9/30/00		
Sverdrup Technology Corp.	Analytical Services, Inc.	Credit-Only	6/5/96	2/13/97		
Sverdrup Environmental, Inc.	Chugach Development Corporation	Credit-Only	11/27/96	9/30/99		
Timken	Ohio Tech Manufacturing & Distributors, Inc.	Credit-Only	10/27/94	10/27/99		
TRW Space & Electronics Group	Electronic Specialty Corp.	Reimbursable	2/14/97	9/30/99		
TRW Space & Electronics Group	Frontier Electronic Systems Corporations	Reimbursable	2/14/97	9/30/99		
TRW Space & Electronics Group	Luna Defense Systems	Credit-Only	6/16/94	6/16/98		
United Defense LPSTET	Sioux Manufacturing Corp.	Reimbursable	5/26/93	9/30/96		
Vought Aircraft Company A Subsidiary of Northrop Grumman	Witter Manufacturing, Inc.	Reimbursable	4/18/95	9/30/96		
Woodward-Clyde Federal Services	Natural Resources Consulting Engineers, Inc. (NRCE)	Credit-Only	8/25/94		1/13/97	Unhappy with level of subcontracting
Woodward-Clyde Federal Services	NFT, Inc.	Credit-Only	10/27/94	8/25/99		
WW Engineering & Science, Inc.	TN & Associates, Inc.	Credit-Only	5/4/94	9/30/94		

Total Number of Records

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Appendix III

Type of Assistance Provided In 155 Mentor-Protégé Agreements

Type of Assistance Provided in 155 Mentor Protégé Agreements

Mentor	Protégé	Type of Assistance provided to Protégé
Abacus Technology Corporation	COMNET Sciences Corporation	<ul style="list-style-type: none"> • Needs assessment • Web site development • Business marketing development • HR assistance • Security assistance • DCAA audit assistance
ABB Environmental Services	Dycus	<ul style="list-style-type: none"> • Human resources management • Quality assurance • Project controls and scheduling • Business development • Financial management
Allied Signal Technical Services	JHP Industrial Supply Co.	<ul style="list-style-type: none"> • Exposure to "cutting-edge technology" • Marketing trips
Andersen Consulting	Information Control Systems	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Legal and Contractual Support • Pricing Techniques
ANSER	Bridge Enterprises	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Legal and Contractual Support • Pricing Techniques
AT&T Business Markets Division	NetCom Solutions, International	<ul style="list-style-type: none"> • Needs assessment • Marketing support • Strategic analysis/planning • Offer management (teaming) • Quality management training/assistance
Ball Aerospace Corporation Ball	Vista Computer Services	<ul style="list-style-type: none"> • Spacecraft subsystems engineering services
BDM International	Artel	<ul style="list-style-type: none"> • Needs assessment • Marketing—joint • Business development
BDM International	HCI Technologies	<ul style="list-style-type: none"> • Needs assessment • Business market research support
BDM International	Knowledge Connections	<ul style="list-style-type: none"> • Needs assessment • Web site development • Marketing • Proposal development
BDM International	Mitchell Systems Corporation	<ul style="list-style-type: none"> • Needs assessment • Business development • Training on software development productivity • SEI certification assistance
Bechtel Environmental	Hong Environmental	<ul style="list-style-type: none"> • Skills in daily construction progress reporting • Monthly management reporting • Cost and Schedule development analysis • Trend reporting • Training in construction field supervision
Bell Helicopter Textron	Aurora Casting & Engineering	<ul style="list-style-type: none"> • Blueprint reading courses • Job costing and estimating assistance • Quality training
Bell Helicopter Textron	Manufacturing Development	<ul style="list-style-type: none"> • Job costing and estimating • CNC operator training • Quality training

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Bell Helicopter Textron	Precise Hydraulics	<ul style="list-style-type: none"> • Production engineering • EDI • Design • Safety • Quality control
Bell Helicopter Textron	Systems Research and Development	<ul style="list-style-type: none"> • Training on Silicon Graphics workstation • XPATCH software training
Boeing Defense and Space Group	Pyro Media	<ul style="list-style-type: none"> • Schedule and shop order tracking • Business Management Training • Marketing skills • Job costing and budget systems • Material control and Storage • Quality assurance • CATIA workstation and training • Tooling operations • Quarterly audits
Boeing MTA Division	Mid-America Consulting Group	<ul style="list-style-type: none"> • Electrical/avionics assistance
Boeing MTA Division	Aircraft Engineering Corp.	<ul style="list-style-type: none"> • Quality training • Cost-price analysis lectures
Booz-Allen & Hamilton	Proxicom	<ul style="list-style-type: none"> • Business and technical assistance on management questions • Employee qualification summary
Booz-Allen & Hamilton	Unisource Systems	<ul style="list-style-type: none"> • Business infrastructure development • Training course development • Project management training
Booz-Allen & Hamilton	Dynamic Resources	<ul style="list-style-type: none"> • Business management, project management assistance • Assistance on level 2 SEI training • Quality training • Evaluation of financial system • Business and marketing training
Booz-Allen & Hamilton	ComputerCraft Corporation (CCC)	<ul style="list-style-type: none"> • Marketing Support • Final drafts of corporate personnel job descriptions and corporate personnel appraisal system
Booz-Allen & Hamilton	Engineering Systems Consultants	<ul style="list-style-type: none"> • Marketing Support • Engineering training • Business development
Booz-Allen & Hamilton	Engineering Systems Consultants	<ul style="list-style-type: none"> • Marketing Support, joint marketing, market analysis, brochures • Engineering training • Business development • Needs assessment • Strategic planning course
Booz-Allen & Hamilton	Hilton Systems (HSI)	<ul style="list-style-type: none"> • Marketing Support • Business opportunity development
Booz-Allen & Hamilton	Applied Quality Communications	<ul style="list-style-type: none"> • Needs assessment • Assessment of HR manual • Strategic planning
Booz-Allen & Hamilton	Dynamic Resources	<ul style="list-style-type: none"> • Needs assessment • Business management, project management assistance • Evaluation of financial system • Quality assurance training
Booz-Allen & Hamilton	FC Business Systems	<ul style="list-style-type: none"> • Needs assessment • Review of HR manual • Financial planning and pricing assistance • Information on SEI certification process • Strategic planning session conducted

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Booz-Allen & Hamilton	ICRC Energy	<ul style="list-style-type: none"> • Needs assessment • Joint marketing • Proposal development assistance
Booz-Allen & Hamilton	Proxicom	<ul style="list-style-type: none"> • Needs assessment • Marketing opportunities
Borg-Warner Protective Service	AeroTech Service	<ul style="list-style-type: none"> • Quality and technical training on providing effective security service • Quality training and security services training
Brown & Root Environmental	MELE Associates	<ul style="list-style-type: none"> • Marketing Support • Business practices assistance • Proposal preparation and development • Teaming on contracts/proposals
Computer Sciences Corporation	Data Networks Corporation	<ul style="list-style-type: none"> • Needs assessment • Web site development • HR development and recruiting seminars • Marketing presentation development • Oral presentation development • Joint marketing efforts
Computer Sciences Corporation	Executive Security & Engineering Technologies (ESET)	<ul style="list-style-type: none"> • Needs assessment • Web site development • HR development and recruiting seminars • Marketing presentation development • Oral presentation development • Joint marketing efforts
Dames & Moore	Montemayor	<ul style="list-style-type: none"> • Marketing Support • Developed Basic Brochure
Dames & Moore	PRAD Group	<ul style="list-style-type: none"> • Marketing Support • Business development trip
Dames & Moore	TapanAm Associates	<ul style="list-style-type: none"> • Marketing Support
Digital Equipment Corp.	New Venture Technology Corporation	<ul style="list-style-type: none"> • Financial consulting • HR consulting • Process engineering consulting • Test consulting
Digital Equipment Corp.	Springboard Technology Corp.	<ul style="list-style-type: none"> • Startup technical assistance • Advice on request • Manufacturing training
Earth Tech	Jones Technologies	<ul style="list-style-type: none"> • Financial assistance • Business Management Training • Marketing support
Earth Tech	TN & Associates	<ul style="list-style-type: none"> • Legal, insurance, Bonding assistance/guidance • HR seminars • Estimating systems and accounting seminar • Marketing seminar • Business management training • Quality assurance/quality control training
Earth Tech	Sol Engineering	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • HAZWOPER/confined space technology training • Engineering training

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Earth Tech	Entech	<ul style="list-style-type: none"> • Marketing Support • Financial management training • Program management • HR training • Health and safety
Earth Tech	Research Management Consultants	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Project management training • HR training • Needs assessment
Eastman Kodak Co.	Chahta Enterprises	<ul style="list-style-type: none"> • Evaluation of protégé as a harness supplier • Site evaluation and comparative assessment
Eastman Kodak Co.	McDonald Technologies International	<ul style="list-style-type: none"> • Process/Industrial engineer spent over 400 hours at protégé firm • Manufacturing process assessed and bottlenecks identified • Quality and product handling training
EG&G, Inc. Florida	Foothill Engineering Consultants	<ul style="list-style-type: none"> • Quality assurance • Proposal Development • Program Management Instruction
Electronic Data Systems	Authorization Systems (ASI)	<ul style="list-style-type: none"> • Needs assessment
Electronic Warfare Associates	Azimuth	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Systems engineering training • Base programming • Database management • Internet utilization, security procedures • System architecture software, RFP questions
Electronics and Space Corporation	Lee Ross and Associates	<ul style="list-style-type: none"> • Quality engineering and assurance assistance • Equipment control system • Facility layout • Assistance in the manufacture of cables
Envisions	Management Support Technology	<ul style="list-style-type: none"> • Discussions in planning and processes
Fluor Daniel	Bhate Environmental Associates	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Proposal training/sales training
Fluor Daniel	Operational Technologies Corp.	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Proposal training/sales training • Joint environment projects • On-site consulting
Foster Wheeler Environmental	The Kevric Company	<ul style="list-style-type: none"> • Development of craft labor agreements • Engineering training • Business marketing development • Quality training
Foster Wheeler Environmental	Nobis Engineering	<ul style="list-style-type: none"> • Health and safety • Asbestos abatement courses • GIS training • Marketing and technical skill development courses
Foster Wheeler Environmental	Zambrana Engineering	<ul style="list-style-type: none"> • Health and safety • GIS training • Accounting and financial management courses
Foster Wheeler Environmental	Ageiss Environmental Group	<ul style="list-style-type: none"> • Joint marketing • HR training • Seminar on data quality services

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Foster Wheeler Environmental	Desmear Systems	<ul style="list-style-type: none"> • Joint marketing • Engineering environmental experience • On the job training • Project management support • Accounting system assistance
Foster Wheeler Environmental	Nobis Engineering	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering training • Quality training • Risk assessment
GDE Systems	Technetics	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Quality training
GE Aircraft Engines	Andrews Laser Works Corp.	<ul style="list-style-type: none"> • Engineering drawing interpretation heat treating capability assistance • Heat treating capability assistance
GE Aircraft Engines	Ferco Tech	<ul style="list-style-type: none"> • Facility layout • Procurement plan • Evaluated inspection equipment • Optical and ultrasonic inspection methods • Engineering drawing analysis
GRC International	MELE Associates	<ul style="list-style-type: none"> • Needs assessment • HR—compensation planning
GRC International	SoBran	<ul style="list-style-type: none"> • Needs assessment • HAZWOPER (reviewing software) • IT Track (reviewing software) • Assessment of all 4 SoBran sites • Joint proposal development • Software engineering capability model classes
Harding Lawson Associates	Research Management Consultants	<ul style="list-style-type: none"> • Contract management • Cost schedule control
Harding Lawson Associates	Ageiss Environmental Group	<ul style="list-style-type: none"> • Marketing Support • Regulatory compliance • Joint proposal preparation • Business support • Assistance with graphics and printing
Harding Lawson Associates	LEE & RO Consulting Engineers	<ul style="list-style-type: none"> • Marketing Support • Identified specific future opportunities • Joint proposal preparation
Hensel Phelps Construction	Dominion Services	<ul style="list-style-type: none"> • Marketing Support • Joint proposals/bids, teaming
Honeywell Military Avionics	K-W Products	<ul style="list-style-type: none"> • Defined developmental opportunities/site inspection • Defined timeline and teams to achieve opportunity • Reviewed financial software requirements • HR resource guidance on employee relations
Hughes Aircraft Company	Summa Technology	<ul style="list-style-type: none"> • Marketing Support • Analysis of protégé's cost structure • Quality training • Training in welding techniques • Complex machining • Major assembly techniques • Electron beam welding • Management and control techniques • Proposal presentation

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Hughes Aircraft Company	Kuchera Defense Systems	<ul style="list-style-type: none"> • Bid and proposal assistance • Process engineering • ESD assistance • Assembly technicians • Test procedures • Evaluating testing requirements for estimates • Business management training • Marketing support • Quality training • Manufacturing training • Purchasing
Hughes Electronics Corporation	Management & Technology Assn.	<ul style="list-style-type: none"> • Training in program management for test program set development • Training in preparation of proposals (also technical) • Training begun in ISO 9000
IBM Global Government Industry	ABF Enterprises	<ul style="list-style-type: none"> • Needs assessment • Provided skills matrix database to provide joint opportunities and data share to all protégés • Marketing infrastructure assistance • Executive strategies training
IBM Global Government Industry	Advance Computer Services (ACS)	<ul style="list-style-type: none"> • Needs assessment • Marketing assistance • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Computer Consultant Operation Specialist (CC-OPS)	<ul style="list-style-type: none"> • Needs assessment • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Correa Enterprises (CEI)	<ul style="list-style-type: none"> • Needs assessment • Marketing assistance • Year 2000 training completed • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Dynamic Technology Systems	<ul style="list-style-type: none"> • Needs assessment • Marketing infrastructure assistance • Internal IBM marketing • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Management Support Technology	<ul style="list-style-type: none"> • Needs assessment • Marketing infrastructure assistance • Provided skills matrix database to provide joint opportunities and data share to all protégés
ICF Kaiser	Engineering Technologies Associates	<ul style="list-style-type: none"> • Teaming on contract • Engineering/Technical training • Quality training
International Technology Corporation	Pedro Panzardi & Associates	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Quality training • Engineering/Technical training • Project management
Jacobs Engineering Group	Aquirre Engineers	<ul style="list-style-type: none"> • Marketing Support • Proposal preparation
Jacobs Engineering Group	Scientific Sales (SSI)	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Technical support • TQM

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Johnson Controls	Norcor Technologies	<ul style="list-style-type: none"> • Marketing Support
Law Engineering and Environmental Services	Omega Environmental	<ul style="list-style-type: none"> • Training new employees • Training in contracts, proposal preparation and subcontracts • Marketing and business management • Needs assessment—infrastructure review
Levine-Fricke-Recon	EnviroSystems Group	<ul style="list-style-type: none"> • Identified staffing needs and capabilities • Marketing and business development strategies • Billing issues
Levine-Fricke-Recon	The Ellington Group	<ul style="list-style-type: none"> • Identified staffing needs and capabilities • Marketing and business development strategies • Billing issues • EDI Training • Radiological worker
Lockheed Martin	C.A. Spalding	<ul style="list-style-type: none"> • Manufacturing training • Business Management Training • Marketing support, proposal preparation techniques • Engineering training • Quality training • Needs assessment and market analysis
Lockheed Martin	Enginetics	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Quality training • Manufacturing and engineering training • Configuration management, reliability training
Lockheed Martin	End to End	<ul style="list-style-type: none"> • CASS technology assistance • Software upgrades, workstation modifications • Quality training
Lockheed Martin	Industrial Data Link Corporation	<ul style="list-style-type: none"> • Marketing Support • Engineering/Technical training • Quality training • Business management training • Systems integration training • Testing and product development training in ISED, SE1000 Image Generator, AFIST
Lockheed Martin	Atlas Engineering	<ul style="list-style-type: none"> • Establishing marketing and business development functions • Operating procedures • Operational controls and requirements • Management personnel
Lockheed Martin	TLC Precision Wafer Tech	<ul style="list-style-type: none"> • Finance and accounting business training • Marketing analysis and training • Training and design and testing of MIMIC • Wafer scribe and separation equipment training • Proposal preparation • Electrical structure engineering • Design training • Test procedures
Lockheed Martin	A&T Systems	<ul style="list-style-type: none"> • Marketing Support • Business development assistance • Quality improvement • HR support/personnel management • New business acquisition course • Development of ISO 9000 standards • Proposal development • TQM Customer satisfaction

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Lockheed Martin	Garcia Consulting (GCI)	<ul style="list-style-type: none"> • Program/project management • Business Management Training • Marketing/business development support • Quality training • Personnel • Administrative support • Corporate operations
Lockheed Martin	LTS Corporation	<ul style="list-style-type: none"> • Project management support • Personnel management • Marketing and education • Proposal preparation • Business planning • SUN Solaris systems training • Turbo Pascal language training
Lockheed Martin	S&W Innovative Solutions	<ul style="list-style-type: none"> • SEI Capability Maturity model training • Software training • Team environment working • Fundamentals of Media relations • Design, development and publication of show panel
Lockheed Martin	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • Statistical process control training • Program management training • Computer training • Weld engineer assistance
Lockheed Martin	Digicomp Research Corp.	<ul style="list-style-type: none"> • Marketing Support • Training for software safety analysis techniques • Business management assistance • Engineering training
Lockheed Martin Vought Systems Corporation	Técnico Corporation	<ul style="list-style-type: none"> • Marketing Support • Assistance with transferring technology from laboratory to production for missile parts • Quality training • Engineering training in composite manufacturing
ManTech International Corp. Advanced Systems	Marada Corporation	<ul style="list-style-type: none"> • Financial management: information on available sources of income (SBA loans, progress payments, etc.) • Contract management procedures, FAR assistance • Contract negotiation assistance • Proposal compliance • Government security standard procedures development
ManTech International Corp.	Avion Technologies	<ul style="list-style-type: none"> • Marketing assistance
Mavtaq Aircraft Corporation	MCDS	<ul style="list-style-type: none"> • Technical training • Program management • Marketing assistance • Bid preparation/estimation • DCAA audit prep • Security • HR • Contracting methods
McDonnell Douglas Aerospace	Aero-Fab Corporation	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Quality training • Manufacturing training • Engineering training
McDonnell Douglas Technologies	Technology Management	<ul style="list-style-type: none"> • Marketing Support
MCI Telecommunications	TEXCOM	<ul style="list-style-type: none"> • Identified staffing needs and capabilities • Marketing and business development strategies • Billing issues

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
MCI Telecommunications	Ronson Communications & Information	• Marketing Support
Morrison Knudsen Corporation	Material Management Group	<ul style="list-style-type: none"> • Environmental risk assessment assistance • Preparation of compliance plans and procedures • Training and assistance in technical specification writing • Teaming with mentor on proposal/performance of contracts • Toxicology risk assessment training
Morrison Knudsen Corporation	Allied Technology Group	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Quality training • Engineering training • Procurement and quality control policies and procedures
Morrison Knudsen Corporation	The Roybal Corporation	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Health and safety • Contracts formats
Morrison Knudsen Corporation	Environmental Chemical Corp.	<ul style="list-style-type: none"> • Training and marketing support • Procurement procedures • Quality control • Joint pursuit of DoD contracts
N.E.T. Federal	GLS Associates	• Needs assessment
NCR Government Systems	User Technology Associates	<ul style="list-style-type: none"> • Needs assessment • Strategic analysis/planning • Offer management (teaming)
NCR Government Systems	Diez Software Services	<ul style="list-style-type: none"> • Needs assessment • Strategic analysis/planning • Offer management (teaming)
Newport News Shipbuilding	Xeno Technix	<ul style="list-style-type: none"> • Engineering/technical training • Business Management Training
Northrop Grumman Aerospace	DFP Manufacturing Corp.	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Manufacturing training • Quality training • Engineering training
Northrop Grumman Corp.	The ENSER Corporation	<ul style="list-style-type: none"> • Manufacturing systems support and training • Marketing support on thermal batteries
Northrop Grumman Corp.	BEOWULF Corporation	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Quality training
Northrop Grumman Corp.	Aero Chip	<ul style="list-style-type: none"> • Marketing Support • Manufacturing training • Engineering Training • Quality training
O'Brien & Gere Engineers	Performance Consultants Intl.	<ul style="list-style-type: none"> • Quality assistance • Technical assistance • Cost accounting assistance

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
OHM Remediation Services	Deerinwater Environmental Services	<ul style="list-style-type: none"> • Insurance review and bonding • Quality assurance • Quality control • HR development • Marketing and proposal development • Procurement and contract administration • Finance and accounting assistance; budget analysis and preparation
OHM Remediation Services	Anchorage Enterprises	<ul style="list-style-type: none"> • Legal advice • Safety training
OHM Remediation Services	G&C Environmental Services	<ul style="list-style-type: none"> • Safety training through site safety officer's course and OSHA course
Olin Defense Systems	PCI	<ul style="list-style-type: none"> • TQM training • Engineering/Technical training • Reporting assistance • Business/financial management training • Engineering/technical guidance
Owens & Minor Medical	Kerma Medical Products	<ul style="list-style-type: none"> • Marketing Support
Parsons Engineering Science	BAT Associates	<ul style="list-style-type: none"> • Resume assessment • Proposal support • OSHA training (course on hazardous waste)
Pratt & Whitney	Alphatech Systems	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Engineering/Technical Training • Contracts administration • Quality training
PRC	Karta Technology	<ul style="list-style-type: none"> • Marketing Support • Proposal preparation training
PRC	WGA	<ul style="list-style-type: none"> • Resume searches and staffing plans
Q.E.D. Systems	S3 Software Systems Standard Ltd.	<ul style="list-style-type: none"> • Administrative guidelines • Management directives • Developed corporate infrastructure • Proposal development • HR management • Quality control management and process control • Established technical expertise and qualifications in Logistics support services
Raytheon Company Missile Systems	LAU Technologies	<ul style="list-style-type: none"> • Systems design • Component level testing • Fluid pressure test • Environmental qualification test • Assembly/fabrication techniques (fluid control) • Process development • Test equipment design/development
Raytheon Company Missile Systems	Valley Enterprises	<ul style="list-style-type: none"> • Upgrade of quality systems • Manufacturing training • Engineering/Technical Training • Business management training
Raytheon Company Systems Group	Balo Precision Parts	<ul style="list-style-type: none"> • Training in continuous flow manufacturing overflow • Statistical process control training • Business process control training • Design to cost training • Design for 6 SIGMA manufacturing training • Training course on geometric dimensioning and tolerance

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
Raytheon Company Systems Group	Minco Technology Labs	<ul style="list-style-type: none"> • Updated electronic test equipment • Cycle time, benchmarking training • Business process management training • 6 SIGMA manufacturing training • On-site consulting
Raytheon Company TI Systems	Choctaw Nation Finishing Company	<ul style="list-style-type: none"> • Industrial engineering support for facility expansion • Metal Fab manufacturing • Machine tooling and maintenance • Container design and producibility engineering • Subcontract management
RGI	MacFadden Associates	<ul style="list-style-type: none"> • Marketing Support • Proposal development support
Rockwell International Corp.	Datamaqnetics	<ul style="list-style-type: none"> • Marketing Support • Quality assurance • Source selecting • Expediting • Engineering drawing interpretations
SAIC	Quality Research	<ul style="list-style-type: none"> • Bid preparation/estimation • Program management • Technical training • Marketing assistance • DCAA audit prep • Security • HR • Contracting methods
SAIC	International Technology (ITI)	<ul style="list-style-type: none"> • Teaming on contract proposals
SAIC	Paradigm Technologies	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Review of subcontract agreements • Finance and accounting support • Corporate infrastructure development
SAIC	American Technologies	<ul style="list-style-type: none"> • Marketing Support • Business Management Training
SAIC	Advanced Integrated Management Services	<ul style="list-style-type: none"> • Program management course
SAIC	Hydrovision	<ul style="list-style-type: none"> • Project management course • Business Management Training • Marketing support
Sikorsky Aircraft Corporation	Space-Craft Manufacturing	<ul style="list-style-type: none"> • Total quality manufacturing • Comprehensive procurement • Quality assurance
Stewart & Stevenson Services	Delta Enterprises (Electro National)	<ul style="list-style-type: none"> • Marketing Support • Packaging design, development and application • Contract management • Purchasing assistance • Accounting assistance
Sverdrup Technology Corp.	Analytical Services	<ul style="list-style-type: none"> • Marketing Support • Proposal development support • Badge/ID preparation
Timken	Ohio Tech Man. & Distributors	<ul style="list-style-type: none"> • Computer training • Helped to establish a warehousing agent • Monthly meetings with senior buyers from mentor • Financial and computer assistance • Financial accounting

Type of Assistance Provided in 155 Mentor Protégé Agreements (contd.)

Mentor	Protégé	Type of Assistance provided to Protégé
TRW Space & Electronics Group	Electronic Specialty Corp.	<ul style="list-style-type: none"> • Assistance to enable ESC to supply electro-mechanical relays for spacecraft
TRW Space & Electronics Group	Luna Defense Systems	<ul style="list-style-type: none"> • Engineering and Project support • Marketing Support • Technical assistance • Managerial assistance • Proposal writing
TRW Space & Electronics Group	Frontier Electronic Systems	<ul style="list-style-type: none"> • Quality engineering • Manufacturing engineering • Test engineering • Simulation analysis
United Defense LPSTET	Sioux Manufacturing Corp.	<ul style="list-style-type: none"> • Marketing Support • Business Management Training • Manufacturing training • Engineering training • Quality training • Proposal development • Cost analysis
Vought Aircraft Company	Witter Manufacturing	<ul style="list-style-type: none"> • Business and marketing support • Skills and safety training • Financial management review and recommendations • Enhanced production methods for in-flight aircraft electrical wire cable harnesses
Woodward-Clyde Federal Services	NFT	<ul style="list-style-type: none"> • Marketing Support • Legal advice • Proposal preparation and development • Finance assistance • Cost accounting assistance
Woodward-Clyde Federal Services	Natural Resources Consulting Engineers (NRCE)	<ul style="list-style-type: none"> • Proposal preparation • Business development assistance
WW Engineering & Science	TN & Associates	<ul style="list-style-type: none"> • Spacecraft subsystems engineering services
Vought Aircraft Company	Witter Manufacturing	<ul style="list-style-type: none"> • In-flight electrical fabrication certifications and skills training

Appendix IV

Use of HBCUs, PTACs, SBDCs In 25 Mentor-Protégé Agreements

Use of HBCUs/MIs, PTACs, SBDCs in 25 Mentor-Protégé Agreements

Mentor	Protégé	Use of HBCU/MI, PTAC, SBDC
BDM International	Artel	• PTAC George Mason for software practice assessment
BDM International	Knowledge Connections	• George Mason University for development of business plan, finance accounting plans, marketing systems
BDM International	Mitchell Systems Corporation	• George Mason University business needs assessment
Bell Helicopter Textron	Precise Hydraulics	• Angelina College: Employee training—Industrial methods, measurement skills, blueprint reading, mill specifications, machining of metals
Bell Helicopter Textron	Aurora Casting & Engineering	• New York City SBDC—reviewing master plan
Bell Helicopter Textron	Manufacturing Development	• SBDC—Wichita State University
Boeing Defense and Space Group	Pyro Media	• Florida A&M conducted blind testing of design models
Dames & Moore	Montemayor	• PTAC to provide management and technical assistance to protégé
Dames & Moore	PRAD Group	• Unspecified PTAC for management and technical assistance
Dames & Moore	TapanAm Associates	• Prairie View A&M used by mentor (coop agreement to use engineering students for education)
Earth Tech	TN & Associates	• Howard University special training • New Mexico State University • Texas A&M, Kingsville
EG&G, Inc. Florida	Foothill Engineering Consultants	• Mentor of Environmental Consortium • Haskell Indian Nation is a team member of \$300M USACE
Electronic Warfare Associates	Azimuth	• PTAC Mid Ohio Valley Regional Council provided proposal preparation workshop
Foster Wheeler Environmental	Nobis Engineering	• George Mason University marketing and business plans
Foster Wheeler Environmental	The Kevric Company	• George Mason University PTAC asbestos services training
Foster Wheeler Environmental	Zambrana Engineering	• George Mason University ARC software training
Foster Wheeler Environmental	Desmear Systems	• Clark Atlanta University--ARC Info software training and marketing training and assistance
Law Engineering and Environmental Services	Omega Environmental	• Florida A&M provided coop students
Lockheed Martin Aeronautical Systems	Enginetics	• Central State University, OH, with engineering and qualifications tests • Morris Brown Research Inst. assisted in manufacturing layout • North Carolina A&T: evaluation of product
Lockheed Martin Aeronautical Systems	C.A. Spalding	• North Carolina A&T provided marketing and technical support
Lockheed Martin Electronics and Missiles Systems	TLC Precision Wafer Tech	• Florida A&M (\$330K) technical training • Bethune-Cookman (\$75K) for accounting assistance
Lockheed Martin Electronics and Missiles Systems	Atlas Engineering	• Bethune-Cookman: assessment of protégé, agreement

Use of HBCUs/MIs, PTACs, SBDCs in 25 Mentor-Protégé Agreements (contd.)

Mentor	Protégé	Use of HBCU/MI, PTAC, SBDC
NCR Government Systems Corporation	User Technology Associates	<ul style="list-style-type: none"> • Bowie State University for targeted marketing research • Morris Brown Research Inst. Provide overall project management
Northrop Grumman Corp. Huntsville Engineering Center	BEOWULF Corporation	<ul style="list-style-type: none"> • PTAC George Mason University to provide business planning, market surveys and marketing support • SBDC N.E. Alabama to provide business planning, market surveys and marketing support
OHM Remediation Services	G&C Environmental Services	<ul style="list-style-type: none"> • SBDC Philadelphia Minority BDC for business plan development
OHM Remediation Services Corporation	Deerinwater Environmental Services	<ul style="list-style-type: none"> • Clark Atlanta University to assist in HR and quality assurance/quality control development activities • Clark Atlanta University facilitated "Delivery of Government Services" workshop

Appendix V

Certifications Received At 32 Protégé Companies

Certifications Received at 32 Protégé Companies

Mentor	Protégé	Certifications Received
Bechtel Environmental	Hong Environmental	<ul style="list-style-type: none"> • Owner received Minority Small Business Person of the Year award in 1995
Bell Helicopter Textron	Precise Hydraulics	<ul style="list-style-type: none"> • QPS 100 class
Boeing MTA Division	Aircraft Engineering Corp.	<ul style="list-style-type: none"> • Certification as preferred supplier to mentor
Booz-Allen & Hamilton	Dynamic Resources	<ul style="list-style-type: none"> • Level 2 SEI
Dames & Moore	Montemayor	<ul style="list-style-type: none"> • Preferred supplier of UST removal service
Eastman Kodak Co.	McDonald Technologies International	<ul style="list-style-type: none"> • Quality and cycle time improvements resulted in Silver Quality First Award
EG&G, Inc. Florida	Foothill Engineering Consultants	<ul style="list-style-type: none"> • Foothill is a preferred supplier to mentor
GE Aircraft Engines	Andrews Laser Works Corporation	<ul style="list-style-type: none"> • Operator certification
Harding Lawson Associates	LEE & RO Consulting Engineers	<ul style="list-style-type: none"> • Laboratory certification with Army
Hughes Aircraft Company	Summa Technology	<ul style="list-style-type: none"> • Hughes Electronic Strategic Supplier • Certified supplier to other prime contractors
Hughes Aircraft Company	Kuchera Defense Systems	<ul style="list-style-type: none"> • Mil-1-4520A, Mil-C-45662, Mil-STD-1686 • IPC-610, Mil-STD-2000
International Technology Corp.	Pedro Panzardi & Associates	<ul style="list-style-type: none"> • Preferred supplier status
Law Engineering and Environmental Services	Omega Environmental	<ul style="list-style-type: none"> • Navy Small Business Environmental Excellence Award
Lockheed Martin	Enqinetics	<ul style="list-style-type: none"> • Approved C130 subsystems supplier
Lockheed Martin	C.A. Spalding	<ul style="list-style-type: none"> • F-22 Certified RTM supplier
Lockheed Martin	End to End	<ul style="list-style-type: none"> • Certified supplier for LM Information Systems
Lockheed Martin Federal Systems	S&W Innovative Solutions	<ul style="list-style-type: none"> • SEI CMM level 2 • 8(a) certification with assistance of mentor • Secret Security Clearance granted
Lockheed Martin	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • D1-9000 Quality Program • MILI 45208A Quality System approved
Lockheed Martin Vought Systems	Técnico Corporation	<ul style="list-style-type: none"> • ISO 9002 compliant system • Approved supplier for mentor
Morrison Knudsen Corporation	The Roybal Corporation	<ul style="list-style-type: none"> • Certified industrial hygienist training/reviews
Northrop Grumman Corp	The ENSER Corporation	<ul style="list-style-type: none"> • Raytheon approved supplier • Production partner status with Sandia National Labs
Northrop Grumman Corp.	Aero Chip	<ul style="list-style-type: none"> • Key Plan Award (from N/G) for outstanding quality and training
OHM Remediation Services	Deerinwater Environmental Services	<ul style="list-style-type: none"> • Protégé received mentor's 1997 Small Business Award of Excellence
OHM Remediation Services	G&C Environmental Services	<ul style="list-style-type: none"> • OSHA compliance for subcontracting
Pratt & Whitney Govt. Engines & Space Propulsion	Alphatech Systems	<ul style="list-style-type: none"> • Protégé now on Qualified Supplier list for mentor
Raytheon Company Missile Systems	KW Microwave	<ul style="list-style-type: none"> • Gold Preferred Supplier to McDonnell-Douglas • Preferred supplier to Raytheon • ISO 9000 1
Raytheon Company Missile Systems	LAU Technologies	<ul style="list-style-type: none"> • ISO 9000

Certifications Received at 32 Protégé Companies (contd.)

Mentor	Protégé	Certifications Received
Raytheon Company Missile Systems	Valley Enterprises	• ISO 9000—training only
Raytheon Company TI Systems	Choctaw Nation Finishing Company	• Supplier of V passivation type V11 and alodine 1200 finishing
Raytheon Company Missile Systems Division	LAU Technologies	• Qualified supplier of Patriot liquid cooler
Stewart & Stevenson Services Tactical Vehicle Systems Division	Delta Enterprises (Electro National Corporation)	<ul style="list-style-type: none"> • ISO 9002 compliant system • American Welding Society Standards D1.1 and D1.2 • Approved packaging design for Troop Transport Alarm Assemblies and Fire Extinguisher brackets

Appendix VI

Technical Capabilities Realized/Enhanced At 53 Protégé Companies

Technical Capabilities Realized/Enhanced at 53 Protégé Companies

Mentor	Protégé	Technical Capabilities Realized/Enhanced
Bechtel Environmental	Hong Environmental	<ul style="list-style-type: none"> • CADD for producing as-builts of work performed • On-site training in construction and startup of remedial facilities • Experience in heavy electrical wiring, mechanical construction and computer-based controls
Bell Helicopter Textron	Manufacturing Development	<ul style="list-style-type: none"> • Value Added Network access • Titanium fabrication for firewall assembly
Bell Helicopter Textron	Precise Hydraulics	<ul style="list-style-type: none"> • Improved assembly of aircraft ground wheel
Bell Helicopter Textron	Systems Research and Development, Corp. (SRDC)	<ul style="list-style-type: none"> • XPATCH software
Bell Helicopter Textron	Aurora Casting & Engineering	<ul style="list-style-type: none"> • Stereo-lithography casting
Boeing MTA Division	Aircraft Engineering Corp.	<ul style="list-style-type: none"> • UGII Station provided • Hand drilling operation training of 2 employees
Booz-Allen & Hamilton	Proxicom	<ul style="list-style-type: none"> • Development of automated sales production processes
Earth Tech	Entech	<ul style="list-style-type: none"> • Environment risk assessment
Earth Tech	TN & Associates	<ul style="list-style-type: none"> • Environment risk assessment • Hazardous material handling • Pollution prevention • Remedial design and construction • Multimedia environmental compliance audit
Eastman Kodak Co.	McDonald Technologies International	<ul style="list-style-type: none"> • Advanced from simple circuit board manufacturing to complex mother boards
Electronics and Space Corporation	Lee Ross and Associates	<ul style="list-style-type: none"> • Layout design to include surface mount technical transfer
Foster Wheeler Environmental Corp.	Nobis Engineering	<ul style="list-style-type: none"> • Asbestos • DIS • HAZWOPER
Foster Wheeler Environmental Corp.	Zembrana Engineering	<ul style="list-style-type: none"> • GPS capabilities
GDE Systems	Technetics	<ul style="list-style-type: none"> • Surface Mount Technology
GE Aircraft Engines	Andrews Laser Works Corporation	<ul style="list-style-type: none"> • Laser blanking technology acquisition • Interface of machining equipment with LAN system
GE Aircraft Engines	Ferco Tech	<ul style="list-style-type: none"> • CAD capability (electronic drawing) • Drawing and specification abilities improved
Hughes Aircraft Company Missile Systems	Summa Technology	<ul style="list-style-type: none"> • Electron beam welding capabilities • Improved manufacturing processes • Improved quality assurance
Hughes Aircraft Company	Kuchera Defense Systems	<ul style="list-style-type: none"> • Solder paste applications • Solder wave profiling • Conformal coating
IBM Global Government Industry	ABF Enterprises	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés

Technical Capabilities Realized/Enhanced at 53 Protégé Companies (contd.)

Mentor	Protégé	Technical Capabilities Realized/Enhanced
IBM Global Government Industry	Advance Computer Services (ACS)	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Computer Consultant Operation Specialist (CC-OPS)	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Correa Enterprises (CEI)	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Dynamic Technology Systems	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés
IBM Global Government Industry	Management Support Technology	<ul style="list-style-type: none"> • Provided skills matrix database to provide joint opportunities and data share to all protégés
Jacobs Engineering Group	Scientific Sales (SSI)	<ul style="list-style-type: none"> • Computer networking and related training
Lockheed Martin Aeronautical Systems	C.A. Spalding	<ul style="list-style-type: none"> • Resin transfer molded parts • State of the art RTM facility established • CATIA design techniques
Lockheed Martin Aeronautical Systems	Enqinetics	<ul style="list-style-type: none"> • Abrasive water jet manufacturing • Design and use of assembly tooling
Lockheed Martin Automation Systems	Industrial Data Link Corporation	<ul style="list-style-type: none"> • AGTS gunner & tank commander familiarization • AGTS system drawings, diagrams and documentation • SIMIEST 2000 procedures • LAN Windows NT operating system and software test procedures • SE1000/2000 Image Generator operations and maintenance • Verdix Ada Development System • UNIX familiarization
Lockheed Martin Automation Systems	End to End	<ul style="list-style-type: none"> • Automated to produce ATLAS coded instructions • Design multi-media and interactive knowledge products
Lockheed Martin	TLC Precision Wafer Tech	<ul style="list-style-type: none"> • Bar code system, manufacturing skills
Lockheed Martin	Atlas Engineering	<ul style="list-style-type: none"> • Engineering of product
Lockheed Martin Federal Systems – Manassas	LTS Corporation	<ul style="list-style-type: none"> • SUN Solaris systems training • Turbo Pascal language training
Lockheed Martin	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • Accounting system • EDI • Quality Welding procedures • Estimating system
Lockheed Martin	Digicomp Research Corp.	<ul style="list-style-type: none"> • Software safety analysis
Lockheed Martin Vought Systems Corp.	Técnico Corporation	<ul style="list-style-type: none"> • Infrastructure to produce PATRIOT Missile mid-section housing
Morrison Knudsen Corporation	Material Management Group	<ul style="list-style-type: none"> • Increased technical capability—spec writing enabling contract with City of New Orleans
Northrop Grumman Corp.	DFP Manufacturing Corp.	<ul style="list-style-type: none"> • LAN training • Fabrication of tubular assemblies • Manufacturing process of bending swaging, expanding, forming, testing and process of military and commercial assembly

Technical Capabilities Realized/Enhanced at 53 Protégé Companies (contd.)

Mentor	Protégé	Technical Capabilities Realized/Enhanced
Northrop Grumman Corp.	The ENSER Corporation	<ul style="list-style-type: none"> • Technology to manufacture thermal batteries
Pratt & Whitney	Alphatech Systems	<ul style="list-style-type: none"> • Circuit board repair • Automation testing • Fiber optic cable assembly
Q.E.D. Systems	S3 Software Systems Standard Ltd.	<ul style="list-style-type: none"> • Developed technical manual • Computer networking and repair • Shipboard installation methods and procedures
Raytheon Company Missile Systems	KW Microwave	<ul style="list-style-type: none"> • Product testing capabilities over temperature extremes • Automated electrical testing
Raytheon Company Systems Group	Balo Precision Parts	<ul style="list-style-type: none"> • Hardware and software for SPC Network and document imaging network • Programming for statistical and data collection analysis • DOE testing and inspection techniques • Design experience in aluminum-silicon-carbide
Raytheon Company Systems Group	Minco Technology Labs	<ul style="list-style-type: none"> • LAN installed with customer remote access • Quality America software installed • Document and imaging network installed
Raytheon Company TI Systems	Choctaw Nation Finishing Company	<ul style="list-style-type: none"> • Sheet metal fabrication and assembly capabilities acquired • Competencies in metal fabricating, mill spec painting
SAIC	Advanced Integrated Management Services	<ul style="list-style-type: none"> • DMS installed
Stewart & Stevenson Services Tactical Vehicle Systems Division	Delta Enterprises (Electro National Corporation)	<ul style="list-style-type: none"> • CAD
Sverdrup Technology Corp.	Analytical Services	<ul style="list-style-type: none"> • Enhanced systems engineering through transfer of personnel
Timken	Ohio Tech Manufacturing & Distributors	<ul style="list-style-type: none"> • Sodium hydroxide new product • Packing and strapping (new products)
TRW Space & Electronics Group	Electronic Specialty Corp.	<ul style="list-style-type: none"> • Source for T05 relays • Reduced manufacturing cycle time • Assembly instructions revised
TRW Space & Electronics Group	Frontier Electronic Systems Corporations	<ul style="list-style-type: none"> • Expertise in developing processes and procedures for design • Only manufacturer qualified in Oklahoma to build space flight hardware
United Defense LPSTET	Sioux Manufacturing Corp.	<ul style="list-style-type: none"> • New metal fabrication technology • Training for metal fabrication, sheet metal fabrication and welding, industrial engineers
Vought Aircraft Company A Subsidiary of Northrop Grumman	Witter Manufacturing	<ul style="list-style-type: none"> • Enhanced manufacturing techniques for in-flight aircraft electrical wire cable harnesses • Ability to operate Hughes tester
Woodward-Clyde Federal Services	Natural Resources Consulting Engineers (NRCE)	<ul style="list-style-type: none"> • Geotechnical and project management systems

Appendix VII

Business Infrastructure Gained At 55 Protégé Companies

Business Infrastructure Gained at 55 Protégé Companies

Mentor	Protégé	Business Infrastructure Gained
ABB Environmental Services	Dycus	<ul style="list-style-type: none"> • HR manual • Finance and administration manual • Marketing materials
BDM International	Artel	<ul style="list-style-type: none"> • Corporate Executive Compensation plan • Web page development
Bechtel Environmental	Hong Environmental	<ul style="list-style-type: none"> • Cost control tools/cost-performance schedule integrated into practice
Bell Helicopter Textron	Precise Hydraulics	<ul style="list-style-type: none"> • Occupational health • Production, inventory planning • Quality systems • CNC programming • Management training • Cost accounting, business systems, procurement enhanced • Marketing/contract management
Bell Helicopter Textron	Systems Research and Development, Corp.	<ul style="list-style-type: none"> • Peachtree Accounting software training • Microsoft Project training
Bell Helicopter Textron	Aurora Casting & Engineering	<ul style="list-style-type: none"> • EC installed • Inventory management plan
Bell Helicopter Textron	Manufacturing Development	<ul style="list-style-type: none"> • Electronic commerce capability
Boeing Defense and Space Group	Pyro Media	<ul style="list-style-type: none"> • Safety plan • Quality assurance manual
Booz-Allen & Hamilton	Engineering Systems Consultants (ESC)	<ul style="list-style-type: none"> • Enhanced finance and accounting system • Strategic planning document • Draft procedures and policies manual
Booz-Allen & Hamilton	Applied Quality Communications	<ul style="list-style-type: none"> • Development of strategic plan • Business development action plan
Booz-Allen & Hamilton	FC Business Systems	<ul style="list-style-type: none"> • Revision of employee bonus plan • Business infrastructure plan
Booz-Allen & Hamilton	ICRC Energy	<ul style="list-style-type: none"> • HR policy manual development • Corporate capabilities brochure developed
Booz-Allen & Hamilton	ComputerCraft Corporation	<ul style="list-style-type: none"> • Final drafts of corporate personnel job descriptions and corporate personnel appraisal system
Booz-Allen & Hamilton	Proxicom	<ul style="list-style-type: none"> • Infrastructure development action plan • Developed affirmative action plan
Earth Tech	TN & Associates	<ul style="list-style-type: none"> • DCAA approved accounting system • Quality assurance/Quality control • Corporate communications
Earth Tech	Jones Technologies	<ul style="list-style-type: none"> • HR EEO manual • Network configuration • Deltek accounting system
Earth Tech	Entech	<ul style="list-style-type: none"> • GPS systems training
Eastman Kodak Co.	McDonald Technologies International	<ul style="list-style-type: none"> • Cost savings achieved as a result of improved quality and better trained staff
EG&G, Inc. Florida	Foothill Engineering Consultants	<ul style="list-style-type: none"> • Marketing brochure

Business Infrastructure Gained at 55 Protégé Companies (contd.)

Mentor	Protégé	Business Infrastructure Gained
Foster Wheeler Environmental Corp.	Nobis Engineering	<ul style="list-style-type: none"> • DCAA certified accounting systems • Marketing and business plan • Corporate capabilities video • President attended minority business executive program at Dartmouth
Foster Wheeler Environmental Corp.	Desmear Systems	<ul style="list-style-type: none"> • DCAA certified accounting systems • OSHA
Foster Wheeler Environmental Corp.	Zambrana Engineering	<ul style="list-style-type: none"> • GPS capabilities
GDE Systems	Technetics	<ul style="list-style-type: none"> • Electronic Data Interchange (EDI) • SPC Control
GE Aircraft Engines	Andrews Laser Works Corporation	<ul style="list-style-type: none"> • Strategic business plan developed • Developed operator certification plan
GE Aircraft Engines	Ferco Tech	<ul style="list-style-type: none"> • Strategic business plan developed • Reduced cycle time in order processing
Hughes Aircraft Company Missile Systems	Summa Technology	<ul style="list-style-type: none"> • Restructuring of costs to become more competitive
Jacobs Engineering Group	Scientific Sales (SSI)	<ul style="list-style-type: none"> • Development of in-house quality program • More competitive pricing • Enhanced custom reporting capabilities
Law Engineering and Environmental Svcs	Omega Environmental	<ul style="list-style-type: none"> • Accounting system development/finance • Marketing and business management • SOPs on quality, health and safety
Lockheed Martin Aeronautical Systems	C.A. Spalding	<ul style="list-style-type: none"> • Safety and environmental requirements • SBC Quality techniques • Direct and indirect rate review • GFP management • Business plan
Lockheed Martin Aeronautical Systems	Enginetics	<ul style="list-style-type: none"> • Deliveries on schedule and unit price 70% lower • Manufacturing plan
Lockheed Martin Automation Systems	End to End	<ul style="list-style-type: none"> • Automation of management engineering accounting, bid and proposal and contracts administration • Deltek • Novell LAN • SOPs and Quality Assurance manual
Lockheed Martin Automation Systems	Industrial Data Link Corporation	<ul style="list-style-type: none"> • Financial rate analysis to optimize pricing structure
Lockheed Martin	TLC Precision Wafer Tech	<ul style="list-style-type: none"> • Property management and strategic plans • Finance and accounting assistance • Web page development
Lockheed Martin	Atlas Engineering	<ul style="list-style-type: none"> • Budgeting and financial systems • Inventory and office setup
Lockheed Martin	A&T Systems	<ul style="list-style-type: none"> • Established board of advisors • New business plan • Dedicated proposal shop created
Lockheed Martin Federal Systems -- Owego	S&W Innovative Solutions	<ul style="list-style-type: none"> • Web site created • Time and attendance reporting • Microsoft Project • EDI software training/travel
Lockheed Martin	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • Revised Quality Manual • Improved inspection procedures • Development of sub-tier suppliers • Documentation for manufacturing process

Business Infrastructure Gained at 55 Protégé Companies (contd.)

Mentor	Protégé	Business Infrastructure Gained
Lockheed Martin Vought Systems	Técnico Corporation	<ul style="list-style-type: none"> • Quality systems documentation
MCI Telecommunications Corporation	Dynamic Cable Construction Co.	<ul style="list-style-type: none"> • Increased bidding opportunities
Northrop Grumman Corp.	The ENSER Corporation	<ul style="list-style-type: none"> • Business plan • Strategic plan • Marketing plan
Northrop Grumman Corp.	Aero Chip	<ul style="list-style-type: none"> • Business and marketing plan • Estimating system developed
OHM Remediation Services Corporation	Deerinwater Environmental Services	<ul style="list-style-type: none"> • Enhanced marketing materials and proposal techniques • Completed 1997 marketing plan • Developed company health and safety program
OHM Remediation Services Corporation	G&C Environmental Services	<ul style="list-style-type: none"> • Business plan development
Q.E.D. Systems	S3 Software Systems Standard Ltd.	<ul style="list-style-type: none"> • Administration (records management and contract management)
Raytheon Company Missile Systems Division	KW Microwave	<ul style="list-style-type: none"> • Production cycle from 14 weeks to 17 weeks
Raytheon Company TI Systems	Choctaw Nation Finishing Company	<ul style="list-style-type: none"> • TQM
SAIC	Paradigm Technologies	<ul style="list-style-type: none"> • Deltec Entry Level Single Use accounting system purchased by mentor
Stewart & Stevenson Services Tactical Vehicle Systems Division	Delta Enterprises (Electro National Corporation)	<ul style="list-style-type: none"> • Plant-wide computerization
Timken	Ohio Tech Manufacturing & Distributors	<ul style="list-style-type: none"> • Debt reduced from \$750K to \$221K • Monthly incentive schedule established • Increase in average on-time delivery • Marketing and business plan • Performance incentive passed on to employees • Sales training manual
TRW Space & Electronics Group	Frontier Electronic Systems Corporations	<ul style="list-style-type: none"> • Cost management • Stabilized work force
TRW Space & Electronics Group	Electronic Specialty Corp.	<ul style="list-style-type: none"> • Instituted clean manufacturing environment
United Defense LPSTET	Sioux Manufacturing Corp.	<ul style="list-style-type: none"> • Able to become almost completely vertically integrated (nearly 8(a))
Vought Aircraft Company	Witter Manufacturing	<ul style="list-style-type: none"> • Development of marketing plan and update of brochures
Woodward-Clyde Federal Services	Natural Resources Consulting Engineers	<ul style="list-style-type: none"> • DCAA Accounting Compliance • Determination of forward pricing rates • OSHA training
Woodward-Clyde Federal Services	NFT	<ul style="list-style-type: none"> • Realistic budgets and pricing proposals development

Appendix VIII

New Markets Realized At 42 Protégé Companies

New Markets Realized at 42 Protégé Companies

Mentor	Protégé	New Markets Realized
BDM International	Artel	<ul style="list-style-type: none"> • GSA schedule contract (mentor coached)
Bechtel Environmental	Hong Environmental	<ul style="list-style-type: none"> • Pease and other AF facilities in long-term operations and monitoring of treatment plants
Bell Helicopter Textron	Aurora Casting & Engineering	<ul style="list-style-type: none"> • Aerospace accounts: Northrup Grumman commercial and military
Bell Helicopter Textron	Manufacturing Development	<ul style="list-style-type: none"> • Major Aerospace Accounts: Northrup Grumman, McDonnell Douglas, Boeing Commercial
Booz-Allen & Hamilton	Dynamic Resources	<ul style="list-style-type: none"> • Mentor/Protégé team as subcontractor to Lockheed on Air Force meteorological contract • Joint proposal to NIH • State of Georgia
Booz-Allen & Hamilton	Dynamic Resources	<ul style="list-style-type: none"> • Mentor/Protégé team as subcontractor to Lockheed on Air Force meteorological contract • Joint proposal to NIH
Booz-Allen & Hamilton	Proxicom	<ul style="list-style-type: none"> • Solicitation from American Express for Web support
Borg-Warner Protective Service	AeroTech Service	<ul style="list-style-type: none"> • As a result of being better trained protégé has increased business outside DoD
Brown & Root Environmental	MELE Associates	<ul style="list-style-type: none"> • NASA/Goddard • DOE
Earth Tech	TN & Associates	<ul style="list-style-type: none"> • From small-engineering to 6-facility firm with multiple service lines (remediation, facilities engineering, environmental services and water/wastewater engineering) • Air Force, US Army Corps of Engineers, DoE, US EPA
Earth Tech	Entech	<ul style="list-style-type: none"> • USDA
EG&G, Inc. Florida	Foothill Engineering Consultants	<ul style="list-style-type: none"> • Team player on 3 major contracts
GE Aircraft Engines	Ferco Tech	<ul style="list-style-type: none"> • Expanded business line to include tubing • Received \$4.9M in orders (\$3.2M commercial, the rest military)
GE Aircraft Engines	Andrews Laser Works Corporation	<ul style="list-style-type: none"> • No commercial business prior to FY96; \$1.2M. in 1997
Harding Lawson Associates	LEE & RO Consulting Engineers	<ul style="list-style-type: none"> • Travis AFB through mentor introduction
Honeywell Military Avionics	K-W Products	<ul style="list-style-type: none"> • Liaison/performance reference for other Honeywell and external customers
Hughes Aircraft Company Missile Systems	Summa Technology	<ul style="list-style-type: none"> • GMC—commercial locomotive work
Hughes Aircraft Company	Kuchera Defense Systems	<ul style="list-style-type: none"> • Northrup Grumman • Other defense prime contractors • 10% commercial business
International Technology Corporation	Pedro Panzardi & Associates	<ul style="list-style-type: none"> • Mentor gained access to market in Puerto Rico
Jacobs Engineering Group	Scientific Sales (SSI)	<ul style="list-style-type: none"> • Other geographic markets to offset decline in local business • Protégé's environmental business grown from 3% to 33% of total gross revenue • Rental/repair market
Law Engineering and Environmental Services	Omega Environmental	<ul style="list-style-type: none"> • Sales have increased (commercial and federal) from \$2 to \$8 million

New Markets Realized at 42 Protégé Companies (contd.)

Mentor	Protégé	New Markets Realized
Lockheed Martin Aeronautical Systems	Enqinetics	<ul style="list-style-type: none"> • Abrasive water jet technology will provide new markets • Now a supplier for major aircraft structures
Lockheed Martin Aeronautical Systems	C.A. Spalding	<ul style="list-style-type: none"> • DOW-UT \$1.3M composite business
Lockheed Martin Automation Systems	End to End	<ul style="list-style-type: none"> • Navy \$1.8 million single source in '96
Lockheed Martin Federal Systems	A&T Systems	<ul style="list-style-type: none"> • Department of the Treasury \$15M contract
Lockheed Martin Federal Systems	S&W Innovative Solutions	<ul style="list-style-type: none"> • Training services to Army Ft. Drum, NY • Fiber optic and cable installation for army • IDIQ task order from NY State Taxation and Finance • NY State higher education
Lockheed Martin Government Electronics	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • Boeing and Lockheed
ManTech International Corp.	Marada Corporation	<ul style="list-style-type: none"> • DoE • DoJ • Dept. of Commerce • EG&G, ANSER, MPL Pace Tec
Morrison Knudsen Corporation	Material Management Group	<ul style="list-style-type: none"> • \$3.3M contract awarded by the City of New Orleans
Newport News Shipbuilding	Xeno Technix	<ul style="list-style-type: none"> • Through NNS introductions received commitment of \$2.5M purchasing order to supply engineering services
Northrop Grumman Corp.	The ENSER Corporation	<ul style="list-style-type: none"> • Army, DLA Supplier • Raytheon, Boeing, Sandia
Parsons Engineering Science	BAT Associates	<ul style="list-style-type: none"> • As a result of teaming, Master Ordering Agreements established for government contracts in Huntsville, Savannah and Ft. McPherson
Pratt & Whitney	Alphatech Systems	<ul style="list-style-type: none"> • Cabling and harness market
Q.E.D. Systems	S3 Software Systems Standard Ltd.	<ul style="list-style-type: none"> • Digital imaging and conversion market
Raytheon Company Missile Systems	KW Microwave	<ul style="list-style-type: none"> • Expanded opportunities with other large DoD contractors: GE, Teledyne, Litton • Increased commercial business from 15% to 30% of gross receipts • Qualified supplier for HARM missile containers
Raytheon Company TI Systems	Choctaw Nation Finishing Company	<ul style="list-style-type: none"> • Qualified supplier for HARM missile containers
SAIC	Paradigm Technologies	<ul style="list-style-type: none"> • Hampton VA area due to use of SAIC spaces there • DARPA
Stewart & Stevenson Services Tactical Vehicle Systems Division	Delta Enterprises (Electro National Corporation)	<ul style="list-style-type: none"> • US Navy, US Air Force
Sverdrup Technology Corp.	Analytical Services	<ul style="list-style-type: none"> • Air Force business through subcontract with mentor
Timken	Ohio Tech Manufacturing & Distributors	<ul style="list-style-type: none"> • Packaging materials for bearing plants
TRW Space & Electronics Group	Frontier Electronic Systems	<ul style="list-style-type: none"> • Strategic partnerships with Boeing, McDonnell Douglas • Hewlett Packard • Developed process for NASA
TRW Space & Electronics Group	Luna Defense Systems	<ul style="list-style-type: none"> • Douglas prime contract with TRW as a sub

Appendix IX

Other Assistance Information Provided By 49 Protégé Companies

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Mentor	Protégé	Other Information
ANSER	Bridge Enterprises	• Equipment
Bechtel Environmental	Hong Environmental	• Protégé given responsibility for closure of Dump 001 and came in a month ahead of schedule and \$400K under budget
Bell Helicopter Textron	Systems Research & Development	• Silicon Graphics workstation—purchased and installed • STU classified telephone and fax
Boeing Defense and Space Group	Pyro Media	• Training equipment
Brown & Root Environmental	MELE Associates	• Supplied furnished office space for 1.5 years
Dames & Moore	Montemayor	• Office space telephone, fax
Dames & Moore	TapanAm Associates	• Equipment
Digital Equipment Corp.	Springboard Technology Corp.	• Forgave loan and rent of \$2.6M • Progress payments • Donated and purchased equipment
Eastman Kodak Co.	McDonald Technologies Intl.	• Protégé has built an additional facility • During 1995 and 1996 defective parts per million went from 9,000 to less than 800. Processing speed increased by 6%.
Eastman Kodak Co.	Chahta Enterprises	• Money for necessary manufacturing tools and transfer of tools and fixtures
Electronic Warfare Associates	Azimuth	• Progress payments
Foster Wheeler Environmental Corp.	Ageiss Environmental Group	• Training provided during employee brownbag lunches
GDE Systems	Technetics	• Progress payments, donated equipment, purchased equipment
GE Aircraft Engines	Ferco Tech	• \$7K furnace donated
Harding Lawson Associates	LEE & RO Consulting Engineers	• Joint effort prior to M/P start earned engineering excellence award from American Consulting Engineers Council of Colorado
Honeywell Military Avionics	K-W Products	• Provided surplus office and shop equipment • Provided computers and printers with Microsoft software
Hughes Aircraft Company Missile Systems	Summa Technology	• Loans • Progress payments • Lower indirect costs
Hughes Aircraft Company	Kuchera Defense Systems	• Supplier of the Year award
ICF Kaiser	Engineering Technologies Associates	• Joint teaming for TERC Army contract resulted in \$1.4M
Johnson Controls	Norcor Technologies	• Loan and progress payments
Law Engineering and Environmental Services	Omega Environmental	• Protégé opened new office in Dallas, TX
Levine-Fricke-Recon	The Ellington Group	• Weekly progress payments to support the cash flow
Lockheed Martin Aeronautical Systems	Enigenetics	• Advance payments • Equipment

Other Assistance Information Provided by 49 Protégé Companies (contd.)

Mentor	Protégé	Other Information
Lockheed Martin Aeronautical Systems	C.A. Spalding	<ul style="list-style-type: none"> • Progress payments • Established business in Mexico to manufacture bicycle and aircraft parts
Lockheed Martin Automation Systems	End to End	<ul style="list-style-type: none"> • Consolidated into improved facilities • Progress payments
Lockheed Martin	TLC Precision Wafer Tech	<ul style="list-style-type: none"> • Advance and progress payments
Lockheed Martin	Atlas Engineering	<ul style="list-style-type: none"> • Equipment: used computers, soldering equipment, file cabinets, test equipment
Lockheed Martin	Garcia Consulting (GCI)	<ul style="list-style-type: none"> • Mentor Protégé joint SBIR contract for development of software tools for SPAWAR 96
Lockheed Martin	Pioneer Machine & Tooling Co.	<ul style="list-style-type: none"> • Installation of equipment • Procurement of equipment: CAD-CAM system, computer network system, inspection equipment, metal forming and fabrication equipment
Lockheed Martin	Digicomp Research Corp.	<ul style="list-style-type: none"> • Progress payments
Lockheed Martin Vought Systems Corporation	Técnico Corporation	<ul style="list-style-type: none"> • Progress payments
ManTech International Corp.	Marada Corporation	<ul style="list-style-type: none"> • Protégé began with 5 SIC codes and increased to 32 • Progress payments
McDonnell Douglas Aerospace	Aero-Fab Corporation	<ul style="list-style-type: none"> • Loans and equipment
McDonnell Douglas Technologies Division	Technology Management	<ul style="list-style-type: none"> • Mentor assisted protégé in establishing Contract Labor Division in Mesa, AZ
Morrison Knudsen Corporation	Material Management Group	<ul style="list-style-type: none"> • Mentor started new program "Stratus" for SDBs around the country
Northrop Grumman Corp.	Aero Chip	<ul style="list-style-type: none"> • Donated office equipment and manufacturing equipment • Vehicles donated
Northrop Grumman Corp.	DFP Manufacturing Corp.	<ul style="list-style-type: none"> • Loans of \$600K and donated, purchased and upgraded manufacturing equipment (which protégé claims caused financial problems due to needed repairs) • Facility improvements/upgrades • Computer equipment, modem, fax, view graph machine
Northrop Grumman Corp.	BEOWULF Corporation	<ul style="list-style-type: none"> • Progress payments • Purchased equipment
OHM Remediation Services Corporation	Deerinwater Environmental Services	<ul style="list-style-type: none"> • Facilitated increase in line of credit
Owens & Minor Medical	Kerma Medical Products	<ul style="list-style-type: none"> • Credits are not being taken against this agreement • Progress payments • Protégé indicates increased business and earnings with no figures
Q.E.D. Systems	S3 Software Systems Standard Ltd.	<ul style="list-style-type: none"> • Listing in VA Business magazine's Fast 50 • Recognition by Hampton Roads Chamber of Commerce as one of the "Rising 25 Companies" (1996) • Ranked 312 by Hispanic Business Magazine's 500
Raytheon Company Missile Systems Division	KW Microwave	<ul style="list-style-type: none"> • Equipment/process engineering upgrades

Other Assistance Information Provided by 49 Protégé Companies (contd.)

Mentor	Protégé	Other Information
Raytheon Company Systems Group	Balo Precision Parts	<ul style="list-style-type: none"> • Procurement and installation of CAD/CAM system • Benchtop CNC milling machine provided
Raytheon Company Systems Group	Minco Technology Labs	<ul style="list-style-type: none"> • Equipment upgrades
Raytheon Company TI Systems	Choctaw Nation Finishing Company	<ul style="list-style-type: none"> • Facility growth from 10,000 to 90,000 sq. feet • Texas Instrument Minority Supplier of the Year award • Texas Instrument Supplier of Excellence award • Progress payments
Rockwell International Corp.	Datamagnetics	<ul style="list-style-type: none"> • Deferred payment for surplus equipment • Equipment loaned
Sikorsky Aircraft Corporation	Bar-Pat Manufacturing Co.	<ul style="list-style-type: none"> • Equipment installation
Vought Aircraft Company	Witter Manufacturing	<ul style="list-style-type: none"> • Loans of approximately \$183K, equipment • Provided opportunity to participate in "Access '96" procurement conference and supplied promotional materials, business cards, brochures and display materials
Woodward-Clyde Federal Services	NFT	<ul style="list-style-type: none"> • Mentor awareness of SDB limitations results in increased tolerance and training